

# Sinar Mas Mining

Present:

A virtual recruitment talk: **Preparing Career Journey in Your 20's to be Successful in Futuristic Industries**

Monday  
**21** JUNE  
2021

Time:

**12:00 - 13:30**

Singapore Time

Meet our Speakers:

LIVE ON  ZOOM

**Tina Melinda**

Talent Development & Certification Manager  
at Sinar Mas Mining

**Widya Kusuma**

HR Senior Manager  
at Sinar Mas Mining

**Arya Satyani**

Talent Acquisition Manager  
at Sinar Mas Mining





# House Rules & Admin

- Turn on your camera, for a more interactive session.
- Ask questions by using the chat function in Zoom, or
- Use raise hand function in the Zoom and speak through the microphone during the Q&A session.
- Participate actively in all the activities.
- Be curious and ask questions.
- Enjoy the session!

## Widya Kusuma- Senior HR Manager



Experienced various Senior Managerial positions with a demonstrated history of working in the mining & metals industry, holding company, and airlines business. Skilled in Strategic Management, Operations Management, Asset Management, Airlines Management, and Logistics Management, with a MBA from Universitas Gadjah Mada (UGM) and Engineering degree from Institute Technology of Bandung (ITB).

### Experience:

**2001- 2003: Marketing Analyst**

**2004 – 2011: Operations Manager at Singapore Airlines**

**2011 – 2014: Business Process & Quality Manager at ABM Investama**

**2015 – 2019: PMO Head at PT Cipta Kridatama**

**2019 – present: HR Senior Manager at Sinar Mas Mining**





# HELLO!

## I am Tina Melinda

### Profession:

- Head of Learning & Development Sinar Mas Mining.

### Education:

- Magister Profession - I/O Psychology, UI

### Certification

- CHRP Alumni, 44 (certified) – Atmajaya University
- Certified NLP Practitioner- Metamind
- Certified Master NLP Practitioner- Metamind
- Certified Meta-Coach – International Neurosemantics
- Certified OKR's Professional – KPI Institute
- Certified Assessment Centre Assessor – PPM Management
- Strategic Talent Analytics – Ecornell University

## Arya Satyani - Talent Acquisition Manager



Oct 2017 – Present	: Talent Acquisition Manager – <b>Sinarmas Mining</b>
Nov 2014 – Sep 2017	: Project Management, Business Development & Recruitment Consultant – <b>Airswift Indonesia</b>
Aug 2014 – Oct 2014	: Sr. Recruitment Consultant – <b>PT JAC Indonesia</b>
Jul 2011 – Aug 2014	: Recruitment Officer – <b>PT Pertamina Hulu Energi ONWJ</b>
Jan 2007 – Jan 2011	: HR Advisor – <b>PT AMEC Berca Indonesia</b>
Dec 2005 – Dec 2006	: <b>HR Admin</b> – <b>PT. Punj Lloyd Indonesia</b>

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HR Asia™  
BEST COMPANIES  
TO WORK FOR  
IN ASIA

# SINAR MAS MINING WELCOMES YOU





**We're honored and humbled  
to receive these prestigious awards**



**"Best Companies to Work  
for in Asia 2021"**  
for the 3rd consecutive year

**"WeCare: Most Caring  
Companies Award 2021"**  
for the 2<sup>nd</sup> consecutive year

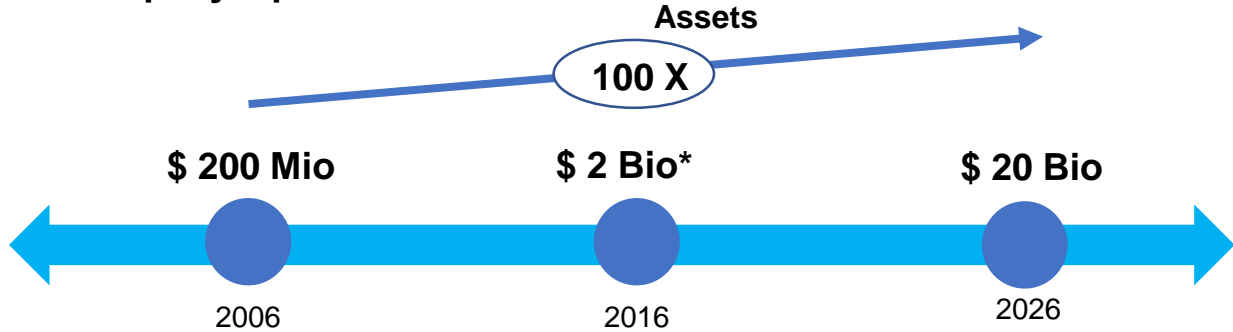


# An overview of Sinar Mas Mining businesses for the future's sustainability

# Sinar Mas Mining Group Portfolio & Pillars for Future Business Sustainability



## \*The company's performance



\*We have grown 10x in 10 years and aim to grow another 10x



## VISION

To be a sustainable energy and resources company in Asia Pacific embarking on achieving carbon neutrality.

## Our Company at a Glance



~21 Companies



~20,000 peoples

golden energy and resources

Production : 30.8 M T  
Revenue : USD 1.1 B



~10 Sites Location in Indonesia & Overseas PETA

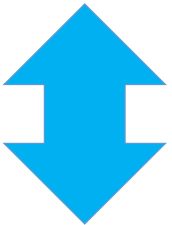
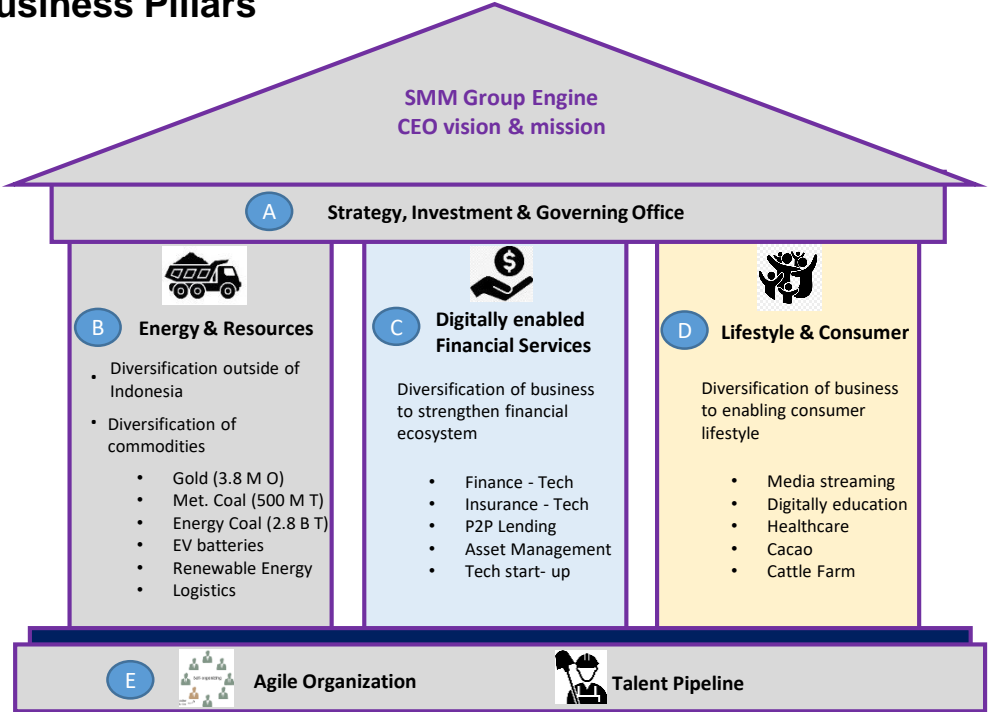


~ Organic & in- organic growth (i.e renewable; investment/ M&A)



Production : 32.5 M T  
Revenue : USD 1.6 B

## Business Pillars



“Create 300 Business Leaders in 2026 to support Business Portfolio”



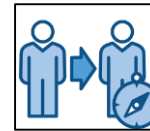
## OUR AREAS OF OPERATIONS



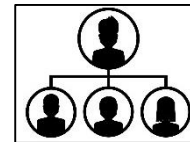
*SMM facing the challenge to reach 300 Business Leaders by 2026.*



***Mining energy leverages in internationally, across different commodities, mining tech business, logistics, and renewable energy***



***Growth through organic & inorganic acquisitions every year that needs business leaders constantly***



***63% our current Business Leaders are need successor with 50% fulfilled by internal***



***Talent readiness to cover new organization requirement***  
*(visibility of talent pipeline, learning structure, talent dev)*



***Productivity Improvement through capability development in new normal conditions***

# Our Global Talents Mobility

*Some of our best talents have done  
In the global mobility...*



**5 Talent in risk management middle office function, finance, corporate secretarial, and trading**



**1 Talent as a Technical Mine Planning  
8 Talents as Strategic Mine Plan & Operations**



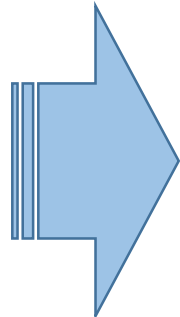
**3 Talents as Technical Operations**



**1 Talent as a Strategic Partnership**



**65 Talents across business within SMM**



## 1) Career Mobility



- ❖ Promotion
- ❖ Rotation across group and business unit
- ❖ **Overseas mobility (i.e Australia, Korea, West Africa, & Singapore)**
- ❖ Team Based Projects
- ❖ Assignment
- ❖ Multi jobs

## 2) Monetary reward



- ❖ Annual Bonus & Quarterly Sales Incentive (QSI)
- ❖ Long Term Incentive (LTI) for talent
- ❖ Share stock & Differed Bonus (Startup & Growth Business)

## 3) Leaders Succession Plan



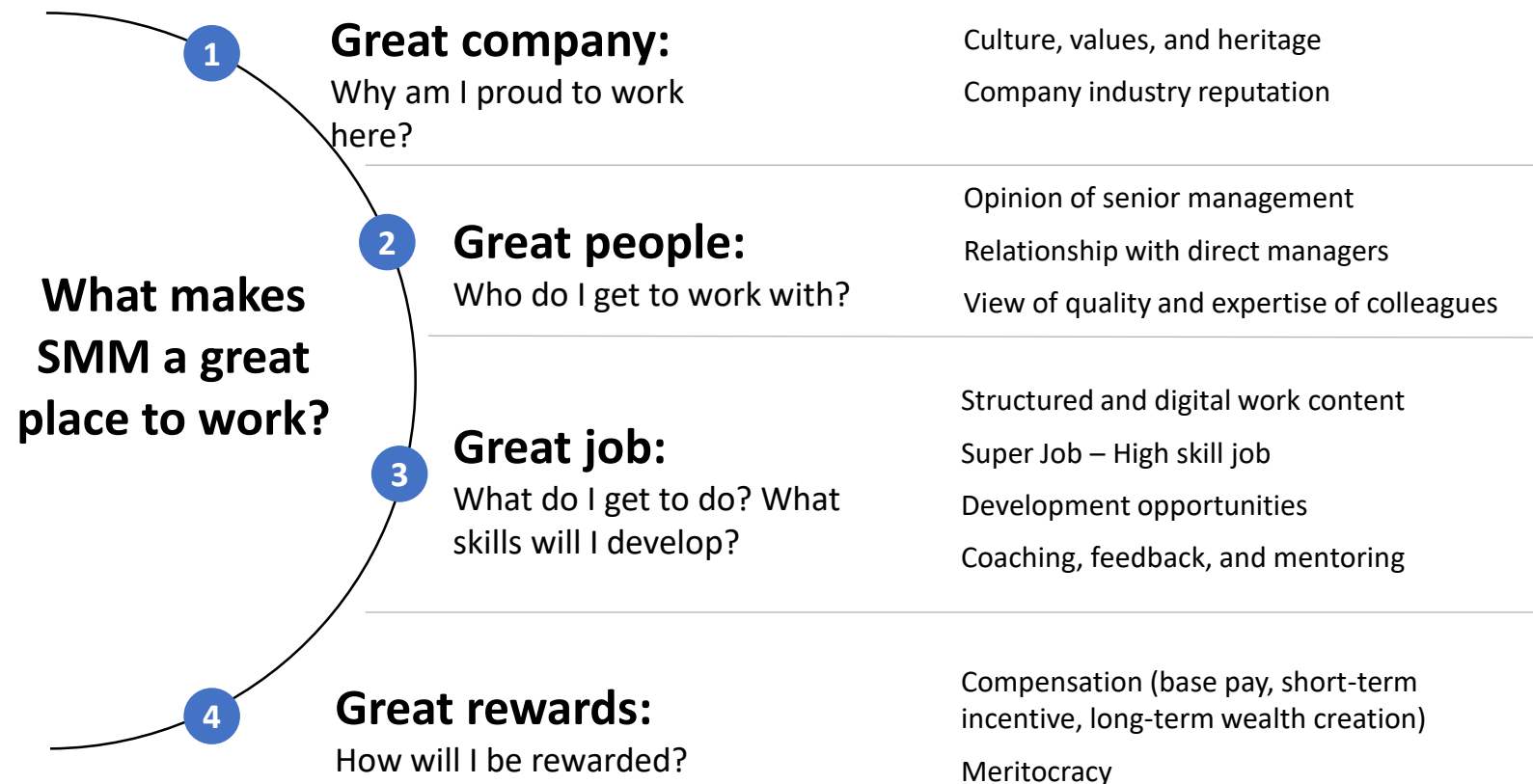
- ❖ Development of Future leaders on value creation
- ❖ Collaboration with SMM in next career journey (leaving & still connected)

## 4) Developing entrepreneurship and leadership for new and startup business



- ❖ Cocoa in Berau Coal by ECDP talents
- ❖ Solar Panel by ECDP talents
- ❖ Cattle Farm in Sumatera by ECDP talents

**EVP is the answer to the question: “Why would a talented person choose to work at your company instead of a competitor?”**





# Productive, dynamic, social impact

## Contributing to Social Impact

Social Environment



Economy Development



Education



## Recognition

We're honored and humbled to receive these prestigious awards from HR Asia 2021!

**"WeCare: Most Caring Companies Award 2021"** for the 2<sup>nd</sup> consecutive year

**"Best Companies to Work for in Asia 2021"** for the 3<sup>rd</sup> consecutive year

These awards recognize companies that have displayed world-class engagement and workplace excellence, while demonstrating extensive empathy and care for their employees.

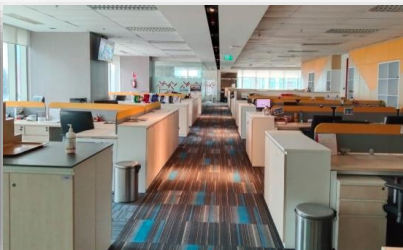
[www.sinarmasmining.com](http://www.sinarmasmining.com) | [sinarmas\\_mining](https://www.instagram.com/sinarmas_mining) | [Sinarmas Mining](https://www.facebook.com/SinarmasMining) | [Sinarmas Mining](https://www.linkedin.com/company/sinarmas-mining)



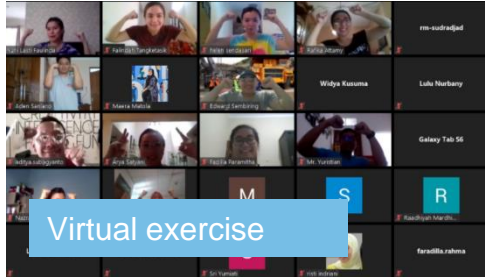
## Service Excellence



## Diversity, Inclusion, Work-life Balance



We regularly make perfect opportunities for SMM employees to break away from the doldrums of daily work life, while helping them to increase productivity and boost employee morale.

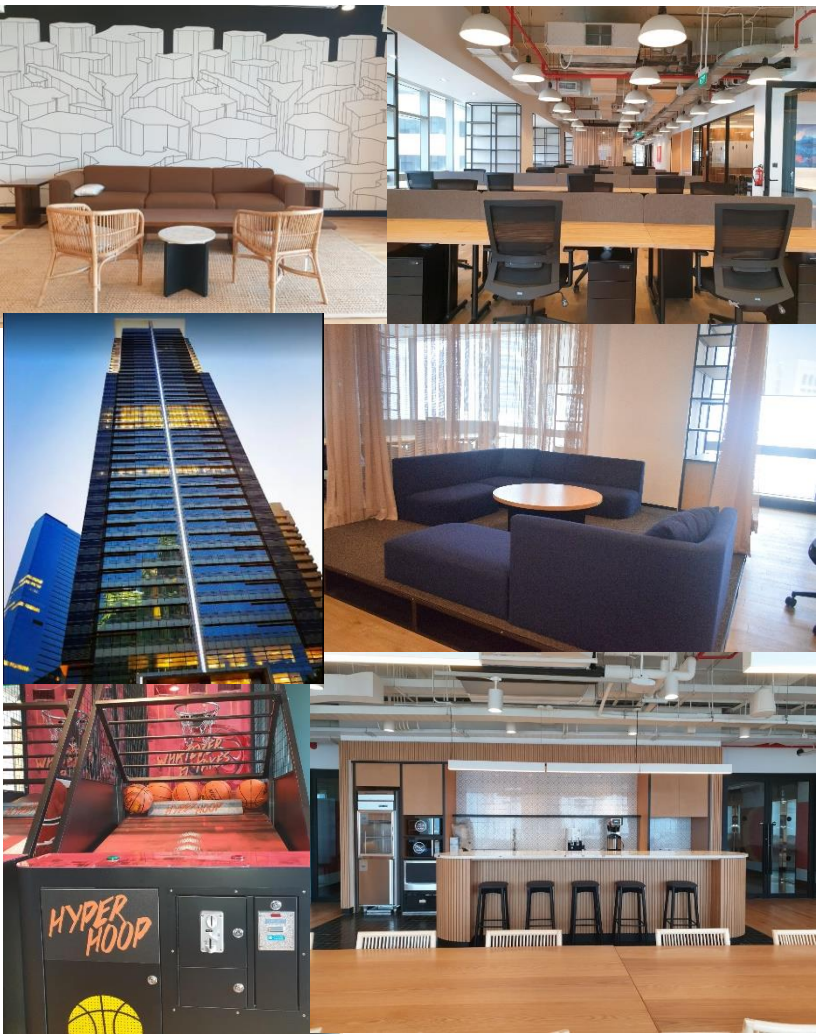




Employee wellbeing programs & volunteering



Modern office spaces located in the heart of Jakarta



Employee gatherings & religious events





# External Recognition & Awareness



The Best Company to Work For 2020 from HR ASIA  
WeCare HR Asia Most Caring Companies Award 2020



HR Excellence Award 2020 from SWA (Rating AAA)

- Best HR Technology
- Best Learning & Development Strategy
- Best HR Transformation



Creating Leader from Within 2020 from SWA and NBO Group

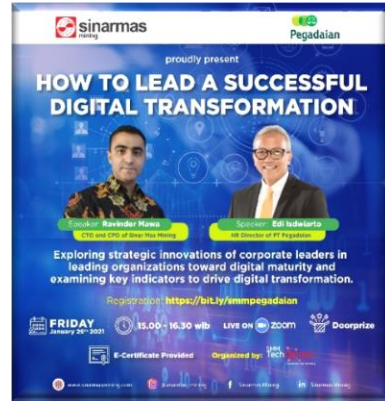


HR Excellence Award 2020 from HR ASIA

- Talent Management (Gold)
- HR Change Management (Gold)
- Graduate Recruitment & Dev (Gold)
- Leader of The Year (Gold)
- Digital Transformation (Gold)
- HR Communication Strategy (Bronze)

In 2020, we received 12 Awards from local and regional.

We also held regular webinars with other big companies from different industries as learning opportunities and awareness.



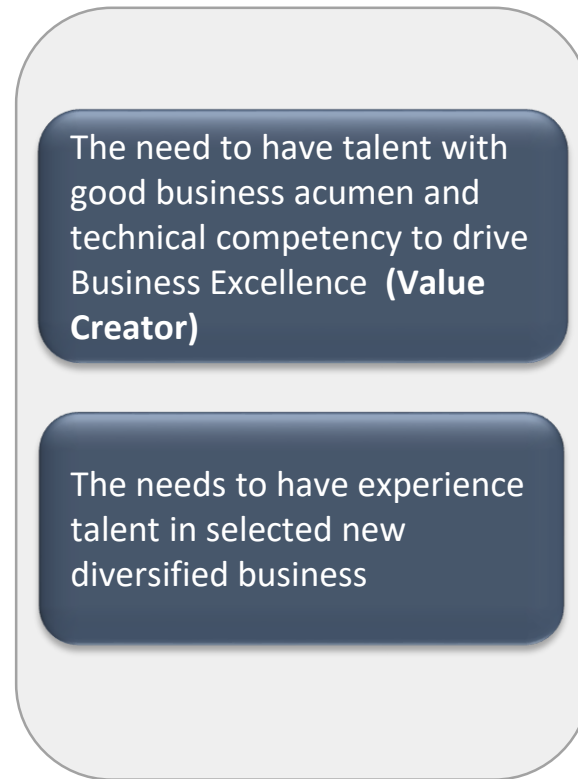
## Personalised rewards & aligned to evolving business strategy

Our benefits are beyond other mining companies across Indonesia and Asia Pacific region by comparing the tangible benefits with our competitors, one of our advantages for the employees that they can receive in more than **90% percentile annually**.

### Business Strategy



### Talent Strategy



### Reward Strategy

May differ.. Depend on the **business model**



- **Differentiate** Scheme for **Value Creator**
- Concentrate to **key Talent**
- Compensation to the **success of specific project**: Spot rewards, Career moves as rewards.
- Reward for high-demand skill (**business - critical role**)
- Reward a culture of **innovation and learning**
- Leverage LTIs to focus on the future:
  - Deferred Cash bonus
  - Stock Options

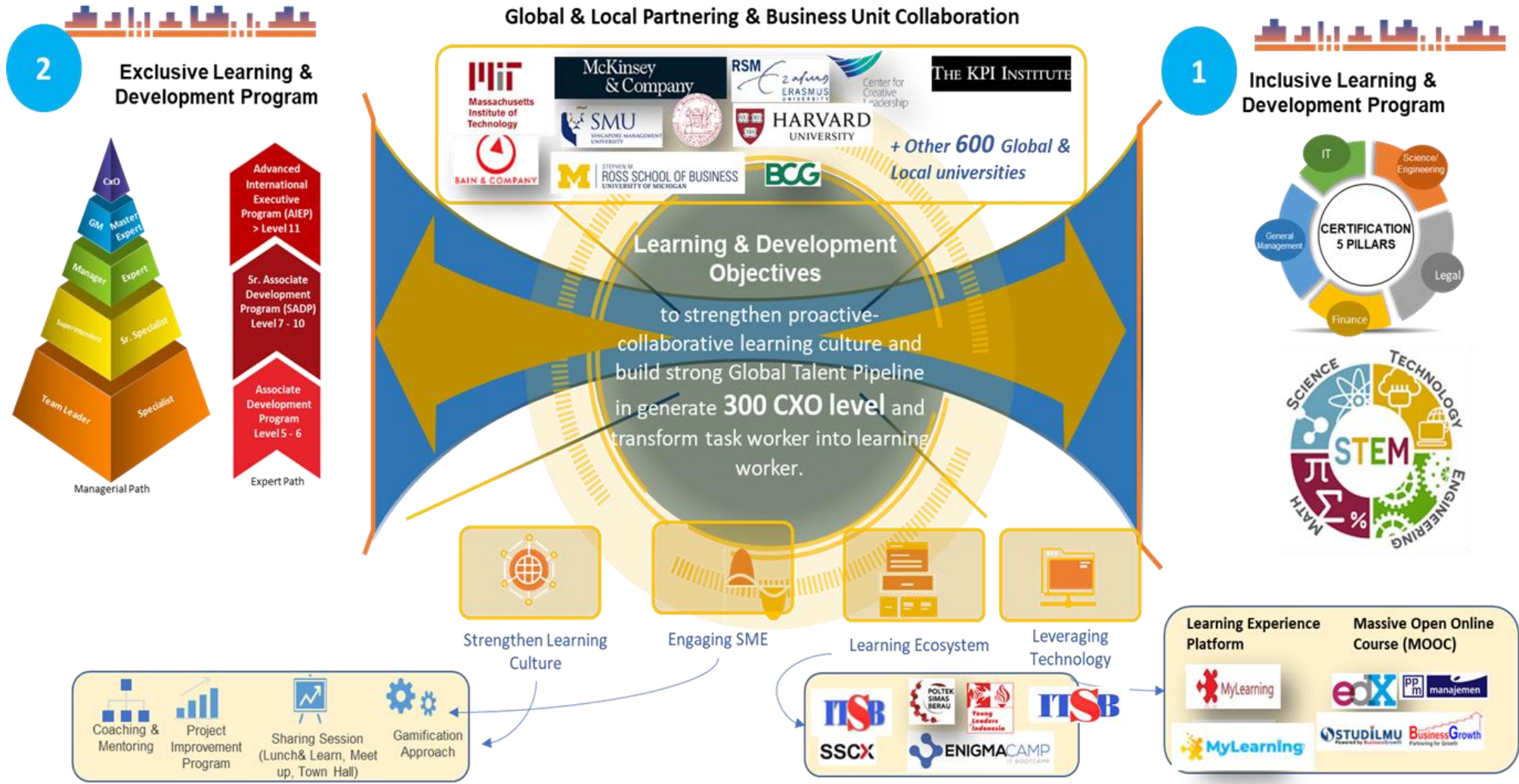




A big opportunity  
to develop your  
professional career



## We Build Comprehensive Learning Ecosystem



# How To Develop Leaders in Our Organization?

## A) Main character



### Winning attitude

A winning attitude is that of someone who believes in his success regardless of his position in life.



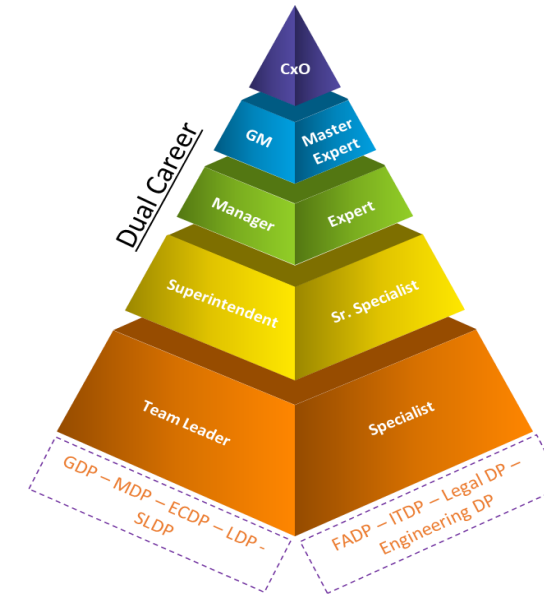
### Bounce Back

A condition that quickly rises from a difficult problem situation and works better than before



### Adversity Quotient

Is a ability to use intelligence to direct, change the way of thinking and actions when facing obstacles and thinking outside of the box



## B) 6 VALUES SINAR MAS

### Integrity

To put statements or promises into actions so that one can earn trust from others.

### Commitment

To perform work whole-heartedly in order to achieve the best results

### Innovative

To come up with ideas or to create new products/ tools/ systems that can increase productivity and company growth.

### Positive Attitude

To display encouraging behavior towards the creation of a mutually appreciative and conducive working environment

### Continuous Improvement

To continuously increase the capability of self, working unit and organizations to obtain the best results.

### Loyal

To cultivate the spirit to know, understand and implement the company's core values as part of the big Sinar Mas family.

## Enabling visibility BOD to find the leaders

### Performance



Quantitative

- KPI
- Project assignment

Qualitative

360 feedback from 6 values

### Potential

#### Knowledge



Leadership training



5 Pillars training



Education

#### Skills



Soft skills assessment



Technical assessment

#### Attribute



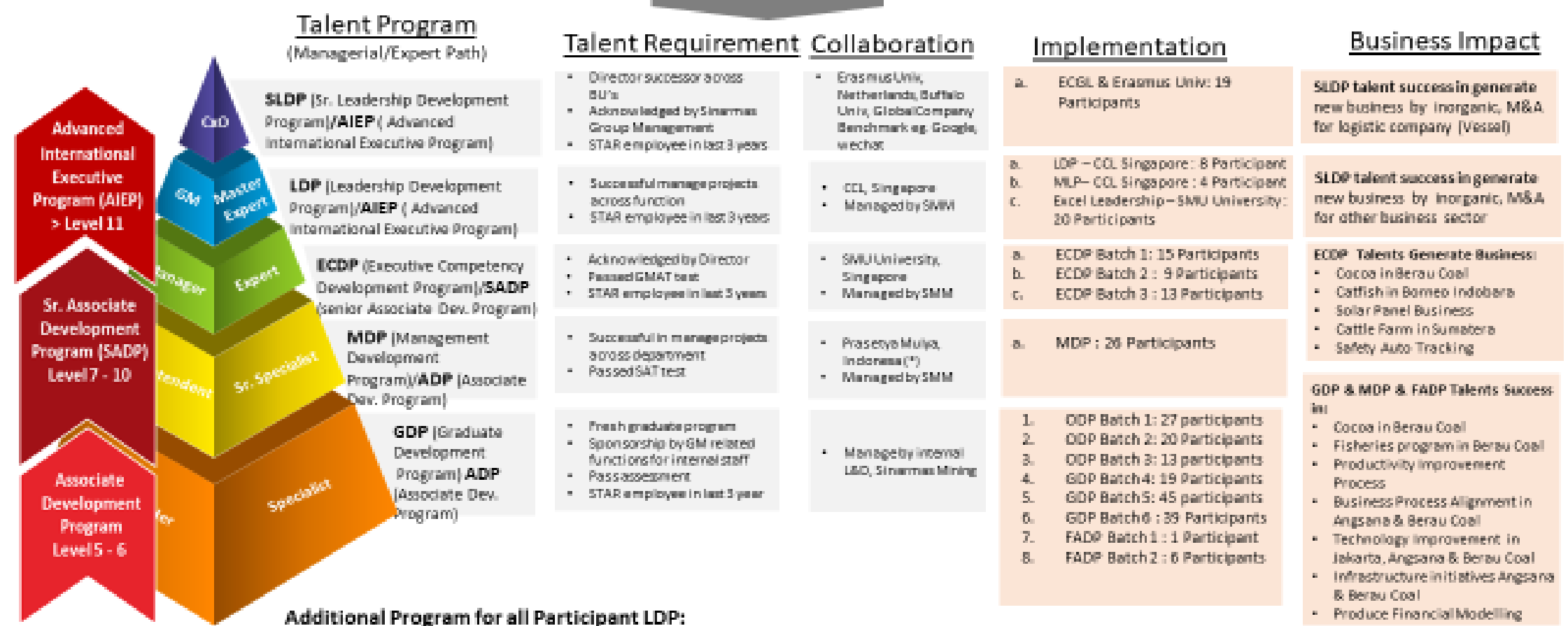
- Career aspiration (Managerial/ specialized)
- Job Engagement

#### Experienc



CV/ Track record

Each program are running regularly to ensure sustainability talent development



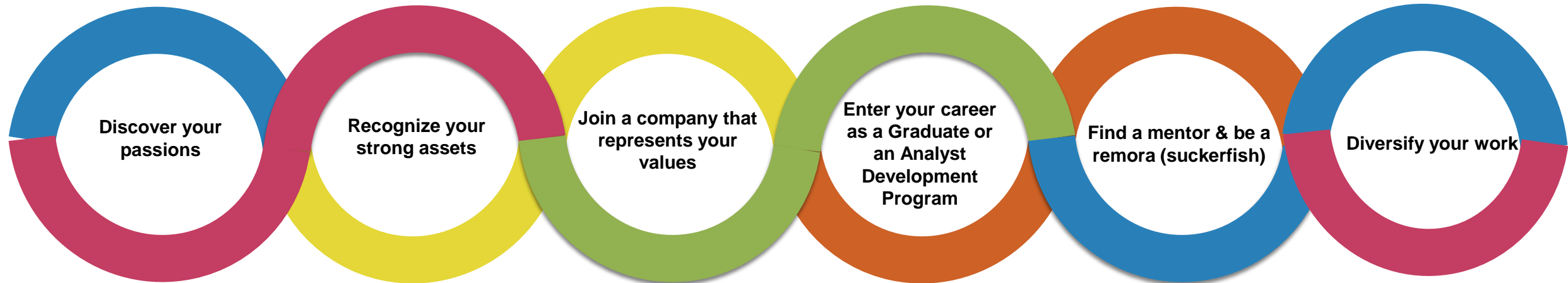
**Additional Program for all Participant LDP:**  
 Socio Entrepreneur in collaboration with: Professor & Practitioner of Cacao, Madu Hutan, and Cow.





Let's set up  
your professional career  
from your 20's

# How to Set Up Your Careers Journey from Your 20's



1. You are passionate about something and remember employers will only hire for "passionate people" then you can easily to set-up your career goals.

2. If you focus to your strongest asset you will be open to new opportunities and trying out new things.

3. look for a company's vision and if it's match with you; you will be more satisfying in doing your long run term with the organization.

4. These programs will challenge your leadership skills and show your future employers how *Winning Attitude, Bounce Back and Adversity Quotient* you are.

5. Seek out company that give you face time with successful people in your field . Also, spot a talent from other people in the organization and work with them and rise to the top together.

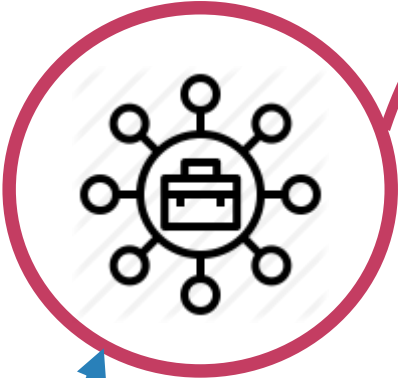
6. Join with the company that can support and to create environment to learn all fields and aspects of the industry so you can have well-rounded knowledge and skills and growth together.

## YOUR FUTURE STARTS NOW



### Build your Personal Branding

Publish an article, share your positive interests & activities on your Social Media, especially in Tech & Finance topic.



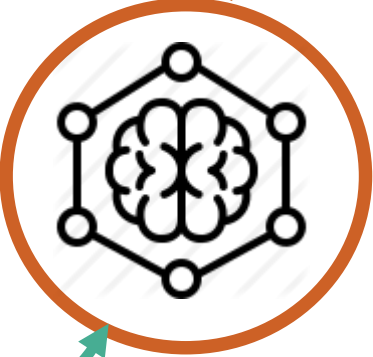
### Join professional Network

Get yourself participate a company webinar and keep up with the market trends, taking a part in social communities, re-connect with alumnis, join hackathon.



### Start Side Projects

The project that is relevant to your background as it turns to build your career. Ex: Freelancer, researcher, part-time project officer.



### Keep Learning

Learning the updates field from everywhere and anywhere via MOOC (EdX, Coursera, etc), self-paced learning, podcast, Live IG Story, e-book, Youtube, etc.



### Keep your resume updated

Stay updates on any positive activity you've been joined, such as: part-time jobs, volunteering, new trainings/certifications), or other things.



# How to join SMM Development Program



golden energy and resources

**Let's join our HIGH FLYER team!**

**Be excited to apply our FINANCIAL ANALYST DEVELOPMENT PROGRAM (FADP)**

More Detail Information Click Link Below:

*In our company we don't just hire employees, we recognize potential and invest in CREATING LEADERS*

<http://bit.ly/applyfadp>

[http://bit.ly/smm\\_fadp](http://bit.ly/smm_fadp)

SMM TechConnect sinarmas mining

**IT Application and Development Program**

The successful candidate will spend a learning journey in Sinarmas Mining Group as a preparation to be a Technology Expertise in our business.

**Responsibilities:**

- Manage multiple challenging projects
- Assess current state and define business solutions
- Analyze and propose business needs
- Facilitate discussions to gather confirmation on requirements / use cases / scenarios
- Interact with various teams across Sinarmas Mining Group businesses

**Requirements:**

- Fresh Graduates and / or has max. 2 years working experience from Bachelors' or Master Degree in Computer Science, Information Technology / Systems and any Engineering background are welcome
- Minimum GPA 3.5 and have taken GMAT test before with score min. 450 are preferred
- This position needs someone Tech Savvy and deep understanding of the latest IT Technology
- Able to quickly adapt to new professional collaborative environments, deal with flexibility, take initiatives, and achieve

**Program Highlights:**

- We offer a variety of formal and informal learning programs to help acquire and build specialized skill faster
- A well rounded foundation of technical skills including certification, functional, and leadership skills that are essential for a Technological Leader position within Sinarmas Mining Group for local and global businesses
- Experience real-life multiple challenging projects that foster innovative and creative thinking during the program
- Monitoring and coaching with experienced internal leaders

Please drop your CV here: <https://recruitment.sinarmasmining.com/faceandgetal/688>

<https://bit.ly/smmidtp>

## Contact-less Recruitment in SMM



- Intelligently posts the jobs
- Sources potential candidates

LinkedIn, 3 Company Career Sites, glassdoor

**1,100+** Demands Posted

**15,400+** Resumes Received

- Intelligent resume screening
- Identify the top qualified 25% of candidates

**2,000+** Automatically Short-Listed

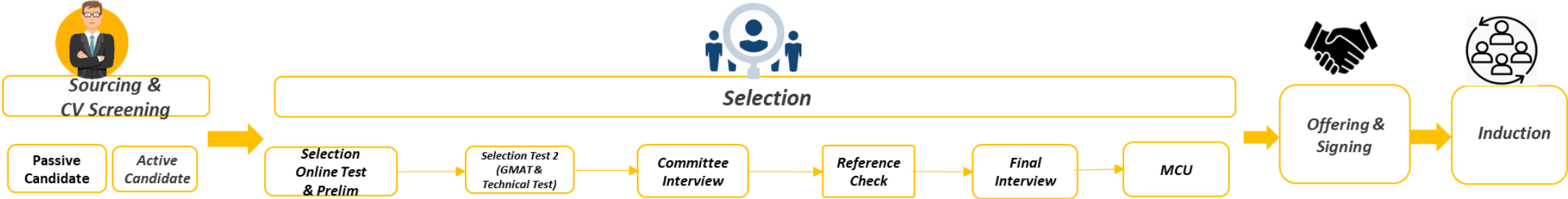
- Instantly set up interviews
- Auto dialer, auto mailer or auto texter
- Zoom or Microsoft Teams for interview

zoom, Microsoft Teams

- Online Offer Approvals, Documentation and Process
- Digitized Candidate Engagement

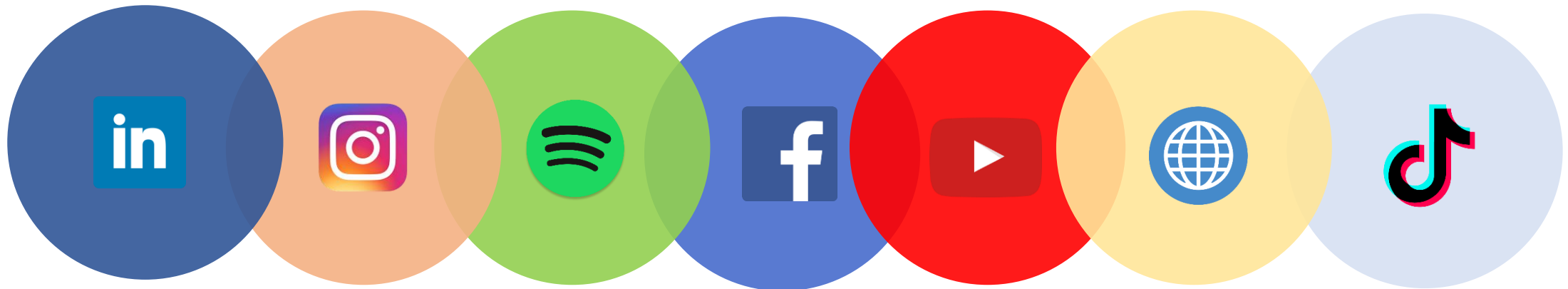
**100+** Preconfigured Offer Process Workflows & Templates

### Recruitment Process



## We're getting social!

Follow us on your favorite social media channels and visit our website too



Find us:  
Sinarmas Mining

Find us:  
@sinarmas\_mining

Find us:  
SMM TechConnect  
Talk

Find us:  
Sinar Mas Mining

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# THANK YOU





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Thank your for attending **SMM** and **National University of Singapore** event

# A virtual recruitment talk: **Preparing Career Journey in Your 20's to be Successful in Futuristic Industries**

We really appreciate your enthusiasm and hope to see you again in the next Sinar Mas Mining event. Please complete the event's satisfaction survey on Zoom chat column.

Let's connect on our social medias!

